



## EMPLOYEE PERSONNEL ACTION FORM

DATE: 11/14/18 JOB ORDER #: \_\_\_\_\_ (If applicable only) EMP. # 5110528  
 EMP. NAME: DAVID E. WHITE LAST 4 OF SS #:                   

### RECOMMENDED ACTION:

<input type="checkbox"/> TRANSFER	<input type="checkbox"/> PROMOTION	<input type="checkbox"/> MERIT INCREASE	<input type="checkbox"/> REMOVE FROM PROBATION
<input type="checkbox"/> RETIREMENT	<input type="checkbox"/> RESIGNATION	<input type="checkbox"/> DISMISSAL	<input checked="" type="checkbox"/> OTHER <u>Re-Assignment</u> <u>gab</u>

If Transfer/Promotion to New Position: Req. to Drive? \_\_\_\_\_ Driving Waiver? \_\_\_\_\_ Safety Code: \_\_\_\_\_

If Transfer to PT Position: Will PT Emp. exceed 1,000 hours in a Year? \_\_\_\_\_ Weekly Hours PT position budgeted for? \_\_\_\_\_

EFFECTIVE DATE: November 09, 2018 TIME: 5:00 p.m. POSITION #: LIEUTENANT~004

EXPLANATION: Mr. White has been reassigned to Lieutenant Position.

<div style="border: 1px solid black; padding: 5px; width: 100%; height: 40px;"></div> <b>From:</b>	<p>JOB TITLE: <u>CHIEF OF POLICE</u> *Only Fill "FROM" if Transfer/Promo/Increase</p> <p>GRADE: _____ ANNUAL SALARY: <u>\$15,610.5132 800</u> HRLY RATE: <u>55.5820 800</u></p> <p>BI-WEEKLY SALARY: <u>4,446.5582 800</u> (Exempt Position Only)</p> <p>FUND: _____ G/L ACCT. #: _____</p>
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<div style="border: 1px solid black; padding: 5px; width: 100%; height: 40px;"></div> <b>To:</b>	<p>JOB TITLE: <u>LIEUTENANT</u></p> <p>GRADE: _____ ANNUAL SALARY: <u>\$75,682.1090 800</u> HRLY RATE: <u>\$36.3857</u></p> <p>BI-WEEKLY SALARY: _____ (Exempt Position Only)</p> <p>FUND: _____ G/L ACCT. #: _____</p>
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SUPERVISOR NAME & TITLE: ORLANDO GARCIA, ASSITANT CHIEF OF POLICE

DEPT.: POLICE DIVISION: PATROL gab

### ACTION RECOMMENDED BY:

### APPROVED BY:

<p><u>D. Scott</u> SUPERVISOR DATE <u>11-14-18</u></p> <p><u>D. Scott</u> DIVISION HEAD DATE <u>11-14-18</u></p> <p><u>B. Garcia</u> DEPARTMENT DIRECTOR DATE <u>11-14-18</u></p>	<p><u>Orlando Garcia</u> HUMAN RESOURCES DIRECTOR DATE <u>11/16/18</u></p> <p><u>C. Garcia</u> CIVIL SERVICE DIRECTOR DATE <u>11/16/18</u></p> <p><u>C. Garcia</u> CITY MANAGEMENT DATE <u>11/16/18</u></p>
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### HUMAN RESOURCES USE ONLY

Payroll Effective Date: \_\_\_\_\_ Anniversary Date: \_\_\_\_\_

Probation Review Date: \_\_\_\_\_ Last Perform. Review Date: \_\_\_\_\_

ML: gab PA: \_\_\_\_\_ GEMS: gab Reviewed: \_\_\_\_\_

# THE CITY OF Edinburg

TO: David White, Employee No. 5110528  
FROM: Juan G. Guerra CPA, City Manager  
DATE: November 9, 2018  
RE: Reassignment from Chief of Police to Lieutenant

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In accordance with Local Government Code Chapter 143.013, this letter is to notify you that at 5:00 p.m. today, you are being removed from the position of Chief of Police and reassigned to the position of Lieutenant.

Due to this reclassification, you are eligible for overtime compensation for any time worked over 40 hours in a workweek and compensatory time. Your hourly/salary is \$36.3857/\$75,682.1690. Your benefits will remain unchanged and this will not affect your status as a Civil Service employee.

If you have any questions, please contact my office at 956-388-8207.

*Acknowledgement of receipt:*

*(Letter presented to you 11/9/2018) — DW*

*DAW*  
Employee Signature

*11-14-18*  
Date

Xc: Juan G. Guerra, City Manager  
Sonia Marroquin, Assistant City Manager  
Belinda Torres, Civil Service Director  
File

# THE CITY OF Edinburg

**TO:** David White, Police Chief  
**FROM:** Juan G. Guerra, C.P.A, City Manager  
**SUBJECT:** Removal of Department Head Appointment  
**DATE:** November 9, 2018

This memorandum serves to communicate your unsatisfactory job performance as follows:

After a review of reported public safety statistics, the Edinburg Police Department received a C+ rating based on violent crimes & property crime rates; a safety score of 60 out of 65 cities in Texas over 50,000 population; a 95 out of 117 cities in Texas Best & Worst cities for Texas Families; and an F rating for all reported annual crime.

In addition, a recent employee survey conducted of police department personnel in October 2018 revealed a disconnect between leadership and staff as well as management's ineffective use of resources to motivate and develop a functioning team to keep residents safe. *Please be advised due to your unsatisfactory job performance as mentioned you are being reassigned as per Texas Local Government Code Section 143.013 effective immediately.*

**CERTIFICATION OF SUPERVISOR:**

*I certify that I have made no willful misrepresentations in this report, nor have I withheld information. All actions indicated above, the reasons for these actions and their implications have been discussed fully with the employee; and, to the best of my knowledge, the employee understands the offense which has been committed, the penalty which is being administered, and the next level of discipline which will be applied should another violation occur.*

Print Name: Juan Guerra

Signature: 

Title: City Manager

Date: 11/9/18

**CERTIFICATION OF EMPLOYEE:**

*I hereby acknowledge that I have received a copy of this report and confirm that the above offense and the reasons for this action have been explained to me, that I understand these instructions fully, and acknowledge that should another offense be committed, I will be subject to further disciplinary action, up to and including termination of employment.*

Employee Signature: 

Date: 11-9-18

xc: Personnel File



# City of Edinburg

## Regional Unbiased Safety Comparison

As of 11/9/2018

<u>Website</u>	<u>Public Safety Concentration</u>	<u>Edinburg</u>	<u>Mission</u>	<u>Pharr</u>	<u>McAllen</u>	<u>Score Purpose</u>
niche.com	Crime & Safety	C+	B	B-	B-	Based on violent crimes & property crime rates
safehome.org	Safety Score	60	23	25	34	Out of 65 cities in Texas over 50,000 population
wallethub.com	Education, health & safety	95	53	61	56	Out of 117 cities in Texas Best & Worst cities for Texas Families
areavibes.com	Crime	F	B	C+	B-	All reported annual crimes

Note: Worse ranking per webpage highlighted in yellow

# **City of Edinburg**

## **Anonymous Employee Survey**

Taken October 2018

### **# POLICE**

- 1 31% Have not been given opportunities to grow professionally with training and constructive feedback
- 2 29% Do not feel like they are involved in a team atmosphere and their opinion matters to supervisor
- 3 44% Do not feel like promotions are fair and equitable
- 4 52% Do not feel like their work is genuinely rewarded and praised
- 5 52% Do not know the City's core values
- 6 30% Do not believe in Edinburg PRISM
- 7 54% Do not know what the City's mission is
- 8 60% Do not know what the City's vision is
- 9 18% Do not feel like they are treated with respect (35 people)
- 10 34% Do not believe management will take action to improve their work environment
- 11 69% Are not aware of the lighthouse service
- 12 22% Are not comfortable speaking to supervisor about departmental problems

Note: There were just over 20 questions, identified above are the areas of concern and need for improvement

Conclusion: Management is ineffective in utilizing the resources to motivate and develop a functioning team to keep residents safe